

**KITTITAS COUNTY
COMMISSIONER SPECIAL MEETING**

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**Human Resource Study Session**

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Tuesday, September 23rd, 2003
10:00 a.m.

TOPICS:

- Public Health Restructure
- Healthcare Benefits
 - a) WCIF Renewal
 - b) Impact of Arbitration
 - c) BeneFax
 - d) Other Alternatives
- 2004 Non-bargained Wage Scales
- Reimbursement of Monies Owed Policy

ATTENDANCE: Max Golladay, Perry Huston, Bruce Coe, Kirk Eslinger, and Lisa Young

PARTIAL ATTENDANCE: Nancy Goodloe, for Public Health Restructure

DISCUSSION:

Public Health Restructure

- Nancy proposed a new structure, including a handout.
- After MUCH questioning and discussion, the Board approved moving the current Admin Assistant to the top of the PHC II scale, with Nancy stating that she is positive that this person can fulfill the duties of the position to that level.
- Nancy will post for an Admin Assistant II shortly.

Healthcare Benefits

- a) WCIF Renewal
 - Kirk provided new rates and increase percentages, and informed the Board that we have to have plan choices to WCIF by October 31st.
 - There is a change this year, only allowing plans that have at least 15 participants. This could easily mean we do not offer any WCIP plans.
 - Max feels we should just offer the Options Plans (A, Budget, and Select).
- b) Impact of Arbitration
 - At this point there will still not be additional monies given to non-bargained.
- c) BeneFax
 - Plans offered by BeneFax did not make a significant impact in dollars, and they offer reduced benefits (higher out-of-pocket maximums, 80/20).
- d) Other Alternatives
 - Kirk stated that with new legislation regarding retirees, we may not be able to look at the option of giving each employee \$450 to VEBA and allowing them to find their own coverage.

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2004 Non-bargained Wage Scales

- Kirk is ready to move ahead with the 2004 revaluation of non-bargained wage scales.
- He will approach the Management Team in October for suggestions and input regarding the process (Board involvement/HR process/Compensation Committee?).
- He will bring information back to the Board in the near future.

Reimbursement of Monies Owed Policy

- Kirk is proposing a policy that outlines the repayment process of monies owed to the County (due to scan charges, cell phone use, and other).
- A draft was provided to the Board for review.
- Some questions were brought up. Kirk will look at making a few changes and will then run by Jim Hurson for legal review.